

Inimitable Issues of Construction Workers: Case Study**Dr. Dileep Kumar M.**Professor - Othman Yeop Abdullah Graduate School of Business,
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dileep@uum.edu.my**Abstract**

It is projected by CIA (2012) that there 487 million workers, the second largest after China were 111 million construction workers worldwide and the majority belonged to the developing economy like India. This is because employment intensity is much higher in lower income countries than higher income ones. Many urban areas and towns in India, increasing numbers of workers have taken up construction work as a means of immediate employment, since it assures at least day to day sustenance to their 3-4 member family life. While, in comparison with the higher growth rate of the construction industry, the quality of life of construction laborers is not met with, either through government machineries or through the builders on the construction site. The pathetic condition is that the migrated construction workers are constantly exposed to accidents, ill-health, extreme level of harassment and poor quality of work life. A study was conducted in Pune city of Maharashtra during 2010-2011 periods. The researcher and associates met with construction industry laborers in 82 construction sites in the vicinity of around 70 kilometers of Pune city. The study started with a case study of male worker on a construction site and in order to get appropriate support to the qualitative research, a structured questionnaire also was implemented, especially, in an informal way. The findings of the case study and the survey questionnaire exactly showed replicated viz., exposed the deplorable condition of workers in the construction industry. This qualitative research paper provides insight into the plight of construction laborers in genera and the action to be taken by the authorities in with specific considering the outrageous state of common workers.

Key Terms: Construction industry, Construction workers, Quality of life, Unskilled workers, Exploitation

INTRODUCTION

Modernization and industrialization have paved a good way to the construction industry. Small towns and cities become more urbanized and, the construction sector too has got a boost. Irrespective of occasional slumps in the economy or in construction works, the sector is going through a faster growth. Apart from old / traditional urban/ industrial centers, new industrial/urban centers have appeared on the map where construction works are going on a large scale. Expanding and fast growing construction sector and, in general, lack of greater employment opportunity elsewhere has drawn large numbers of workers in this sector. There are more than 20 million of construction workers in India at present. Cities, like Delhi alone has around more than 600 thousand of them. Apart from metros other cities, like Jamnagar in Gujarat, Guwahati & Shillong in the Northeast are also expanding at a fast rate. Construction laborers are laborers who are migrating from different regions and states leaving their native villages in search of the daily job. These people in general are nomadic in their life and usually do not return to their birthplace or natives. They travel from one area of work to another area along with their families and live in a place, which is either provided by the owner of the construction company or somewhere nearby, building temporary shelters. They have maximum mobility because of the nature of their work. These laborers are engaged in huge industrial constructions, residential flat constructions, city beautification works, These

construction laborers, as a part of unorganized work force remain the most exploited ones even after five decades of independence. In the recent past the trend shows that all big cities of country have become the centers to recruit casual laborers as construction laborers to cities and urban areas. Most of the construction laborers migrate to cities and metros are from poor families and are illiterate. Their lack of education and skill make their choice very limited. When they come to big cities, they have to face a number of problems because of their inexperience and lack of skill. They become easy victims of exploitation and have to work for their day to day sustenance. The present study is to analyze the extend of the construction laborers problem in Pune, Maharashtra in which the construction business is booming is a vast proportion and there is a greater migration of business class people, blue collar officers, IT employees, students etc. Since the need of accommodation is essential, the construction industry also finding their business in its highest level.

REVIEW OF LITERATURE

Statistics on construction

Annual turnover	Rs. 3921 billion
Contribution of GDP	6.2 %
Employment	33 million workers
Engineers	4.7 %
Technicians & Foreman	2.5 %
Skilled Workers	73.1 %
Annual Growth	8 % (Targeted)
Source : CIDC Country Report 2005-2006	

In correlation with that migration from different states to other states in India has now become so rampant that its impact is felt in every aspect of life. Migration becomes a way of life to many, who are unskilled and semi-skilled and find difficult to get better jobs within their natives and locality. These migrant workers are spread across the width and length of the country. Rapid urbanization and industrialization of the areas have generated more employment opportunities and also created better infrastructure. People migrate to such regions perceiving them as greener pastures. According to census 2001, the total population of India is 1028 million. In 2001, 309 million persons were migrants based on place of last residence, which constitute about 30% of the total population of the country (Indian Labor Statistics 2011). The provisional data of 2011 census reported that the country's population reached to 1210 million and thus it is assumed that the migratory population will be more than 2001 census (Census 2011).

The construction industry is the single largest employer of migrant laborers, the poorest of the poor, in Indian cities (Karmayog, 2010). Millions of unskilled porters, bricklayers and other low-caste laborers have left their native villages to escape extreme rural poverty and find a job in big cities. These migrant workers are spread across the country and travel from one area of work to another along with their

families. They live in temporary settlements, sometimes provided by the construction company, for the duration of the construction project and then move to another site. They usually belong to the poorest section of the population and most of them are illiterate. Being migrants, they don't get registered and hence are denied basic governmental facilities (Pratham 2009).

In the construction field migratory pattern within India, women and children have always featured as "associated" migrants with the main decision to migrate being taken by the male of the household. As an associated migrant, women are more vulnerable due to reduced economic choices and lack of social support in the new area of destination (Chandrima B.C, 2010).

Deshkal Society in their online article (2004) it is reported that:

- Being part of unorganized sector of laborers, they lose in bargaining for fair wages. They are not paid minimum wages; even the agreed wages are not paid on time. Even after the construction work is over, substantial due remains with the builders or the contractors, who are always on the look for devouring these due wages.
- Moreover, their working time and hours are not well regulated. They do not get overtime rates for excess work. They work under very hazardous conditions. The working conditions and the facilities provided at the sites are far from satisfactory. Safety conditions and measures are hardly met. In case of an accident, there is, in general, no provision for financial and medical aid. It is up to the workers themselves to arrange for the treatment. There is no scheme like ESI coverage for them. In the extreme cases like death, nobody owns the responsibility.
- Apart from these, there is no recreational facilities, no availability of drinking water, toilets, canteens etc.
- If the workers are female, the problems at work site and while commuting gets compounded and multiplied. More so if they are pregnant or having small children. There is no system at all to take care of these children at work site. And they just cannot take leave out of work during this period lest they would face extreme financial problems.
- The living conditions are no way better than the working conditions. It will not be entirely wrong to say that the situation is still worse. They are destined to live in slums where one does not get proper (at all) civic amenities. The surroundings are totally unhygienic. There are no proper facilities for drainage, toilet, potable water, electricity, recreation etc. There are no local medical facilities, hospital, school and fair price shop.
- Besides the problems and woes discussed above, the construction workers have no social security & benefits in terms of Labor welfare measures & provisions. They don't have provisions like pension and insurance schemes, maternity leave, accident and death claims, concession loans and financial aid for children's education and medical needs.

The majority of the construction workers earns between 50 and 100/- Rs a day. The daily wages of woman construction worker are about 60/- Rs. (Karmayog, 2010). The daily wages of a woman construction worker are about 60/- Rs. In Thane, most of the workers are working on monthly wages and

have an average monthly income of 4010/- Rs. 296 workers are working on daily wages and earn on average 192/- Rs ((Pratham, 2009).

The working conditions and the facilities provided at the sites are far from satisfactory. Most of the companies do not even provide safety belts, protective eye wears, hand gloves, shoes or helmets to their workers. India has the world's highest accident rate among construction workers, according to a recent study by the International Labor Organization (ILO) that cited one survey by a local aid group showing that 165 out of every 1,000 workers are injured on the job (Washington post 2000).

Construction workers are one of such migratory group. They may not be pure migratory workers but they have maximum mobility because of the nature of their work. They have to move from one construction site to another as per the directions of the contractors. The important aspect of such workers is that they form the second largest unorganized sector in India after agriculture workers (Dhas, A). Several factors make them vulnerable like employment which is permanently temporary, the employer-employee relationship is very fragile and most of the time short lived and the work has inherent risk of life and limb due to lack of safety, health and welfare facilities (Kulkarni 2007).

The construction industry is a mobile one, where the workers move from site to site. The laborers working in harsh circumstances and living in unhygienic conditions suffer from serious occupational health problems and are vulnerable to diseases. Death and injury from accidents in the Indian construction sector is widespread. India has the world's highest accident rate among construction workers. Survey by Indian Labor Organization (ILO 2009) found that 165 out of every 1000 workers are injured in the construction sector. Construction work is featured by high labor turnover, constantly changing work environment and conditions on site, and different type of work being carried out simultaneously. All these factors caused by the temporary nature of the job create a high-risk environment. Health hazards in the construction industry can be grouped under mechanical and non-mechanical hazards. Mechanical hazards include accidental issues from impact, penetration from scrap metal and sharp objects and crushing. Non-mechanical hazards are a major cause of occupational diseases and physical problems (Chauhan and Sharma 2003).

A report produced by Pratham (2010) report that the children living on construction sites often suffer from malnutrition, under nourishment, accidents, and innumerable health problems. According to a Mobile Creches's study, about 70 per cent of children living on the construction sites suffer from malnutrition, compared with the national average of 21 per cent. The study also pointed out that in the absence of clean drinking water and flush latrines, cholera and other diseases spread quickly and many people suffer coughs caused by inhaled paint fumes and cement particles. There is no system at all to take care of these children at work site despite the "Building and other construction workers (regulation of employment and conditions of service) Act, 1996, that stipulates that if more than fifty female workers are employed, rooms should be provided for the use of their children. According to the Act, these rooms are supposed to be suitably large, well lit and ventilated, clean and sanitary and under the charge of women trained to care for young children but builders find various lacunae to get around these requirements. Because of their family's extreme poverty and also since their parents are constantly working –sometimes mothers go back to work a few hours after delivery – small children are left to fend for themselves and are wandering around the site all day long. The living conditions are no way better than the working conditions. Construction workers live with their family in temporary shelters built on the construction site. They live in tents built out of rubber and metal sheets. Most of the time the

construction companies do not provide any electricity or sanitation facility. The majority of the sites neither have toilets nor bathroom facilities and drinking water is often not available.

Basu et al. (2009) mentioned some of the health problems in their study on worksite injuries in female construction laborers included: severe muscular pain, intestinal problems, gastroenteritis, fevers, coughs and colds, pains and more serious ailments like pneumonia, tuberculosis, leprosy, etc. By and large, all the studies have documented that women have to work almost till the last day of pregnancy, and come back soon after delivery according to a report by the National Commission on Women (2005).

Research design

This particular research follows the quantitative and qualitative research methodology. In order to ensure the test retest validity of the findings the study followed case study methodology followed by structured survey. Since the building owners and the supervisors of the sites was not giving permission to the researchers to have interaction with the laborers, the researchers left with little choice to as follows purposive sampling method. Considering the safety and security of the laborers concerned, the researcher followed informal interaction with the workers outside the construction site without disturbing their work life and sneaking into their private life. 82 construction sites in Pune locality considered for the study. From 82 construction sites, 1119 workers were informally interacted into. The entire research took about 8 months to complete the data collection. They questioned were formed based on the working condition of the laborers in the construction industry. The anonymity of the respondents and cent percent confidentiality of the information that would be shared is assured to the construction workers. The data thus generated is subjected to classification and grouping though the study is qualitative in nature. Considering the close similarity of the replies grouping is done. No statistical tool implemented for analyzing the data, since the purpose of the study is to understand the severity of the problems alone and communicate the issue to the policy makers for further steps.

CASE STUDY

INIMITABLE ISSUES OF CASE CONSTRUCTION INDUSTRY

I am Hari Narayan, working in construction work for the past 16 years. I am coming from Dhanbad, Bihar. Having a small family of 4 members we use to move from one place to another, depending upon the work availability. I left Dhanbad during 1995. I worked in Mumbai, Ahmedabad, Surat, and Pune like many cities. I am having my parents still in Dhanbad. We are having 4 brothers and three sisters. My parent was also a construction laborer. I started going with parents to work during my childhood days. Since we don't have enough money, all brothers left the education and started working on various small works. My father used to take me to the construction site and my mother also joins with him. My father is very old now and cannot do any job. My mother is always with him and serving him. All sisters are married from Dhanbad itself. They are also struggling to live with their family.

I used to send some amount of money to my parents. Some time, when I don't have any job, I will borrow from the contractors and sent it to my home. I am having 2 children. Due to change of site from one area to another they didn't get a proper education. I cannot send them back to my home town since, they are also finding difficult to live comfortably. All family members have to stay on the construction site during the work. My wife has prepared food since the contractor has never provided food for the workers. The workers have to make their own way.

We are mistreated because we do not have any identity of our own and are from the informal sector. We are living in a temporary accommodation, which is provided by the contractor inside the site. As and

when the work complete, we have to move out from the site. The temporary accommodation provided by the contractors is just to adjust 2-3 people but we four are staying together. Food preparation, sleeping and all activities to be done in the small space given as temporary accommodation. Since the accommodation is temporary, the arrangement is made with tin sheets and roofs. During the summer season the temperature goes up and it is very difficult to stay inside and during rainy season water leaks in the house and difficult to stay this temporary house. As such there is little choice for us in bargaining, we just continue with the option given by the contractor.

The contractor didn't make provision of any food facility through any canteen or cafeteria. The laborers have to cook themselves inside the temporary house. During the recession time, the laborers have to go their temporary house and get tea and food. And the time allotted for the snack, tea and food is very much limited. The supervisors arrange shift for the workers to have their meal so that the continuous nature of work won't get affected. Dal, Roti, Rice and vegetables are the major food items construction laborers. Vegetables are having high price and laborers have to go with the cheapest items available in the market. During when their family members are sick, the laborers have to depend on outside hotels. The cost of food outside hotels is unavoidable to the laborers. Several times the laborers have to work without food and water.

For drinking, washing clothes and bathing the laborers have to depend on public water supply and bore well, outside the construction site. The contractors informed the laborers that the water is available only for construction work. Sometime the laborers have to go out and collect water from public bore well. Though we know that the public water is not good for health, we do have to go with accessible options. We do have common bathrooms which are little away from the temporary houses and have to wait one buy one to get their bath. Majority laborers are having an open boat and leaving the bathroom facility for the women laborers and women family members. The toilet facilities are also conventional. Compared to male workers the female workers are facing a more difficult situation in such condition. The safety and security to female workers are less on the construction site, and especially, workers having family inside the construction site.

Several times laborers are met with health disorders due to infection from drinking water and unhygienic food. Medical expenditure is not covered under their wage and perks. If the laborers absent from the work, due to illness, the contractors on the contrary deduct money from their wage. The laborers have to work even with their ill health condition due to many reasons like, unorganized nature of work, too much dependent on the contractors and sub-contractors harassments and are in need of their wage for their survival. Medical leave and sick leave facilities are not available to construction laborers. Women workers are not entitled to maternity leave. Depending upon the area of construction, the laborers go with private and government hospitals. The medical cost, which is usually very high for maternity like situations, is not bearded by the contractor. The workers have to depend on their own wages for all the expenditure. The labor laws prevalent in the country are not followed by the construction industry contractors.

In majority employed people have to work only 8 -9 hours a day. But in the construction industry, in order to meet the deadlines, the workers have to work long hours (11-13 hours). These extra-long hours do not count as overtime. If the worker denies the extra work, he will be terminated from the work immediately. So without any hue and cry the laborers are engaged in the construction industry. Since the job is more about mobile, dusty atmosphere and physical in nature, the health condition of the construction workers is very poor. They are susceptible to all illness due to dusty and dirty work environment.

Many incidents happened in the past where the contractors harass the female workers and female members of the worker's family. Female members are more vulnerable to harassment in the construction

industry. Though laborers are well aware of the atrocities against women in construction site, for the sake of wage and basic needs, male workers have to be silent and leave their spouse and children in the temporary house with limited safety and security. Neither the wage nor the working condition is adjustable to the female construction workers. There is a high wage disparity between male and female workers. The female members provide only unskilled job. The nature of their job is only to assist the male workers. So that their wage also half of the amount of male workers. The average daily wages of the female workers were found to be substantially lower than the male workers. To sustain their family, both male and female workers work together from dawn to dusk leaving their children at home.

Children leave home and there is a lack of opportunity for them to get an education. Since the workers are moving from one region to another, due to their nature of the industry, the children of construction laborers are devoid of proper education. Moreover the cost of education of their children is unavoidable to the workers. The boys gradually join in the construction industry, followed by their parents and females get married one among the worker from the construction site. There is no change in the lifestyle of the workers. If he/she has borne in construction worker's family, the fate is already decided, have to continue as illiterate workers with stagnant quality of life. The contractors are not making provision of crèches for babies and infants. The women workers have to engage in their work by carrying their kids on their back, tightening them with cloths. No milk or adequate food is given to these infants and are victims of malnutrition's.

Though, for the construction purpose, power facilities are provided, temporary houses in the construction site don't have any electric supply. During the nights the laborers have to depend on candle light or kerosene lights for their day to day routines on family. It is reported by the contractors that for temporary purpose they cannot arrange all these facilities for the workers, since they move from one city to another as construction laborers. Moreover there is no assurance that the laborers will continue with the same contractor in the future work. There is greater attrition in the construction industry and many workers are leaving construction work and started working in other sectors. So minimum needs of the workers are only met by the contractors in the construction site.

The most important factor we consider here in the construction sites are the safety and security of the workers. The contractors are not making provision of helmet, safety belt and goggles to the workers. It is reported on many occasions that the workers in the construction industry met with severe accidents during their work. When they face with severe injuries, the contractors ask the workers to leave from their construction site and settle the issue with lump sum amount of money. Those who met with accidents are not supported either by law or the contractors. With handicap body no one provides them job also. Their family would be in big trouble without income and earning member.

There are some NGOs who support us some time in getting our wage and good working condition. But in majority time we are facing a similar plight throughout of our life. If someone or government can provide us better working condition in the construction industry, we would be obliged. We can think of a better life.

Research findings based on the survey

Major findings of the study can be stated as follows:

It is found that 66.7% of construction companies consist of 100-200 laborers. Majority construction laborers are living in Tin sheet (71.5%), Rubber sheet shed (17.8%) and Huts (10.7). Builder Company arranged temporary shed to laborers (22.8%) within the site. Majority percentages of laborers (66.0%) are living in self-constructed temporary sheds nearby construction sites. The builder made electricity provision (27.8%) in their temporary sheds, while considerable percentage of laborers are having

temporary sheds (71.7%) without any electricity provision. The sanitation and hygiene of the construction site and the temporary shed are very poor (75.4%). 73.8% of sites do not have any toilets or toilets having substandard quality. 20.4 % of construction sites making provision of drinking water. A considerable proportion of laborers have to depend on various sources like Bore well (34.1%), Tanker Lorry water (31.4%), public water supply (13.7% etc. 29 % of sites do not have any water provision or water having substandard quality for washing. The construction laborers have to depend on other water sources for washing viz., open well (11.4%), public water supply (44.2%), bore well (11.5%) etc. 8.7% construction companies haven't any facility for washing at all. Around 10.7% of sites having water facility for washing clothes. Majority construction laborers have to take open bath (63.3%), as there is no adequate provision for bathrooms. Nearly a quarter (26.7%) hasn't any bathroom at all. 72.2% of the companies do not pay medical cost incurred to the laborers. With 18.8% construction companies, builder and the laborers have to meet the medical cost incurred partially. 64.2% construction companies pay only 50-100 Rs per day to their laborers. 12.8% construction companies pay 100-150 Rs per day to their laborers.

The construction companies, which pay 150 Rs and more found only few percentage only (3.6%). 38.4% of the construction companies pay 151-200 Rs per day of the skilled laborers. The construction companies (30.4%) pay only 41-60 Rs per day for the unskilled laborers. While 7.2% companies pay 61-80 Rs per day for their laborers. 74.2% of construction companies are not making provision of medical leave facilities. 2.2% construction companies only made provision of medical leave facilities to their laborers. While 12.3% provided medical leave to their laborers, but unofficially. 64.8% of companies don't provide maternity leave to their laborers. 12.5% of companies are making provision of maternity leave. While 13.8 % of construction companies provided maternity leave, but unofficially. 14.7% construction companies are making provision of holidays to their laborers. While considerable percentages (66.8%) of companies don't provide holidays to their workers. The reports lack adequate information regarding the holiday availability to the construction laborers. (42.8%).

63.5% of companies are not making provision of compensation benefits. 77.2% of companies are not making provision of insurance benefits. Majority construction companies (67.2%) do not make provision of helmets to their workers. While a considerable percentage (15.9%) does not make provision of helmets to their workers. Majority construction companies (52.0%) make provision of Hand Gloves and Shoes of their workers. While a considerable percentage (29.0%) does not make provision of Hand Gloves and Shoes of their workers. Majority construction companies (44.9%) make provision of Safety Belts of their workers. While a considerable percentage (25.4%) does not make provision of Safety Belts of their workers. The reports lack adequate information regarding Safety Belts (29.0%) to laborers. 55.4% of construction companies do not make provision of 'eye wear for cutting iron road to their workers. 69.1% companies do not make provision of safety materials and equipments to their workers at the construction site. In majority construction sites (66.2%) laborers have to work 8 hours having a spread over about 10-11hr in a day. While some construction sites (11.6%) laborers have to work 9 hours having a spread over of 11-12hr in a day. Deal, Rotty Rice and Vegetables are the major food items (38.4%) of construction laborers. 70.3% of construction companies are not making provision of food to their laborers.

79.7% of construction companies are not making provision of 'Crèches' to the laborers' children. 74.2% of construction laborers' children are illiterate. They are either at home or wandering here and there in the site when their family members engaged in work. While a considerable proportion of the laborer's family considers 'migration from one place to another as their problem to educate children (510.3%), some percentage (36.1%) economic problem to maintain the education and family.

DISCUSSION

The study indicates the plight of the construction laborers in Pune, district Maharashtra state. Majority construction laborers are migrated from different regions of Maharashtra. The construction sites have more than 100 laborers. The living conditions are so poor and the laborers are staying in tin sheeted and rubber sheeted houses. Some construction companies are making provision of accommodation facilities to the laborers. While majority laborers have to build temporary huts by themselves, near by the site.

The construction company is not making provision of any electricity of sanitation facility to the construction laborers. The sanitation hygiene of the construction site and the laborers' houses found poor condition. Majority sites do not have any toilets. Where the sites have toilets there it is having substandard quality. There is limited provision of drinking water and the laborers have to depend on bore well, tanker lorry water and public water supply. The construction company is not making provision of water facility for washing cloths and cleaning their utensils. There also the laborers have to depend on open well, public water supply, bore well, etc. Some of the construction companies are not making provision of facility for washing at all. Majority construction site doesn't have any bathroom facility. Laborers have to depend on open bath, from where water available. Health of laborers is not at all matter to construction companies. Majority companies do not pay medical cost incurred to the laborers. While a considerable number of site laborers and companies jointly meet the expenses incurred for the medical treatment. The women laborers are not eligible to get the maternity benefits. Moreover the companies are not ready to compensate with employee's having partial and full injuries and are not covered by life insurance. Adequate accident relief equipments like helmets, hand Gloves and shoes, safety belts, protective eye wear it like safety materials and equipments to the construction laborers.

The wage structure of the construction labor is also found inadequate considering their labor. Majority laborers are getting a wage in between 50-100Rs/day. Here, the study observed differential wage system for the skilled and unskilled laborers. For the unskilled laborers the wage comes around 41-60Rs/day. Leave facilities are not available for the construction laborers. Some companies unofficially give medical leave and maternity leave to the construction laborers. No holiday policy is found in majority construction sites. The working hours of the construction laborers varied considerably. While majority construction sites are making provision of 8-11 hour a day.

The laborers do not get healthy food from the construction site. Majority companies are not making provision of better food to their laborers. Dal, Rotti, Rice and Vegetables are the regular food habit. Women laborers have to look after the food and home in addition to their regular work. The construction companies are not provided with crèches for the children. Majority children are wandering around the site while parents working at the site. No one to look after these children and ensure their better health, education and care in their tender age. Many factors like frequent migration from one area to another; economic problems etc., cited by the construction laborers in making provision of better education for their children.

IMPLICATION

The case and the survey above clearly indicate the plight of the construction laborers in India. The industry attracts much common man that provides employment status. But inside story is different. These unorganized nomadic workers are facing high level atrocities from the construction contractors and sub-contractors. Many Acts like, Factory Act assures the quality of life of workers in the companies and

factors, but are alien to the workers in the construction industry. Long working hours, poor housing facilities, lack of health and safety measures, atrocities on female workers, the illiterate condition of children of construction laborers, inadequate compensation factors and poor wage and salary structures invites more attention from the government and Non-Governmental Organisations to intervene in this issue and provide better quality of life to these segments of the population.

STEPS TO BE TAKEN

This research envisages adequate steps that to be taken by the policy makers and the building owners. Some of these steps based on the study is detailed as;

1. Investigate the abuse and exploitation of laborers by agents and employees and prosecute such agents and employers.
2. Create awareness of construction laborer's rights and set up mechanisms of redressal.
3. Ensuring decent working conditions and proper contract systems and providing basic health care for construction laborers.
4. Adequate intervention from the government authorities required ensuring the health, safety and welfare of the construction laborers.
5. Effective implementation of the labor laws that making provision of better health, safety and welfare of the construction laborers.
6. NGO's working for child welfare should consider the difficulties of the construction laborers and plan strategies to ensure free education of these children.
7. NGO's working should extend open education to the laborers and to alleviate atrocities against them.
8. Organize public medical camps where construction sites are located
9. Constant inspection of the government part is required to reduce the plight of the construction laborers.
10. Constructive support from the trade unions to the construction laborers to be ensured where the government and management couldn't support.
11. Encourage the construction laborers saving habit by initiating thrift and banking awareness.
12. Ensure adequate insurance facilities for the construction laborers
13. Ensure safety and security to the workers especially women workers in construction industry.

CONCLUSION

The objective of this qualitative research is to explore the problems of construction laborers in India, by concentrating the study in Pune Suburb, India. In order to arrive at proper inference the research follows both qualitative and quantitative research. A case study was conducted on a labor worker and a deep rooted survey was organized to cross check the information given by the workers is right or not. The findings from the survey and the case study clearly match up with the present scenario of the plight of the construction laborers, in the Pune suburb region. Constituting an important segment of the overall services industry (seven per cent of total GDP), and recording an annual growth of over 10 per cent over the last five years, the construction industry is one of the biggest employers of labor in India. While the condition of the workers in the construction industry is very much deplorable. Neither the law nor the contractors are showing mercy to this socially and economically poor segment of the population. It seems that getting construction firms to follow the law of the land regarding fulfillment of basic rights related to employment, safety and welfare of workers and ensuring better quality of life is still a distant dream. The results of this study can be extrapolated to other construction sites that are employing or employed the migrant workers.

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